



# MBTI® STEP II

## MYERS-BRIGGS TYPE INDICATOR®

### Drive organisational effectiveness with highly personalised development

The Myers-Briggs® (MBTI®) Step II instrument looks beyond the type framework of Step I and uncovers the many different facets of personality that make each individual unique. Putting type under the microscope allows you to translate the broad-brush revelations of Step I into sharp, practical acuity, without losing any of the inspirational edge that you've already experienced with Step I.

The beauty of the Step II framework is that it uncovers the nuances of personality within type preferences, so you can create highly personalised development plans that have a truly dramatic impact on performance and effectiveness. This depth of insight helps highlight how you are different to people of the same type, and where you have similarities with opposite types, making it perfect for coaching and team development.

Step II can also assist people in discovering their true Step I best-fit type if this has been an area of difficulty, and knowledge of Step II can even inform your practice as a Step I practitioner, allowing you to add considerable depth of expertise to your skillset.

Dramatically raise performance with the powerful development planning that Step II provides, and enjoy the positive impact on business results it delivers.

“ The main attraction of Step II for us is that it confirms for people that even though the main 16 types provide valid, resonant and accurate descriptions of people, each individual is still a unique person. It allows us to show them how they can develop not just through their four-letter type, but also through how they express that type as an individual. ”

Marc Potvin, Managing Director, ACT

#### Benefits

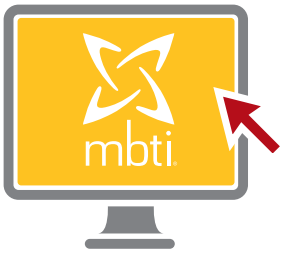
- Improve performance and effectiveness using a personalised development plan that is perfect for coaching
- Accelerate development by uncovering aspects of personality that can be confusing, providing a basis for concrete action planning
- Drive team cohesiveness by revealing how people of the same type can be different, and those of opposite types can be similar

#### Key features

- Build on MBTI Step I with powerful, in-depth insights about the unique way you personally express your preferences
- Provides personalised information about how you differ from your Step I type using five behavioural facets within each dichotomy
- Shows how strongly your personality is consistent with your type
- Provides detailed development actions for the way you communicate, make decisions, and deal with change and conflict
- Helps resolve Step I 'best-fit' dilemmas by identifying your personal type inconsistencies

#### Applications

- Team development
- Leadership development
- Communication
- Conflict management
- Decision-making
- Change
- Coaching



### Easy online administration

OPP's online administration platform OPPassessment provides a quick, convenient way to administer the MBTI Step II tool and to generate reports with interpreted results.

### Precise, insightful reporting

#### Step II Interpretive Report

This highly personalised report provides a complete account of Step II results, acting as a ready-made personal development plan. Able to hit right at the heart of who someone is, it presents an impressive degree of detailed information, whilst remaining accessible – providing the support you need to drive high performance.

**This report can be used to improve communication, make better decisions, manage change and deal with conflict.**

#### Features

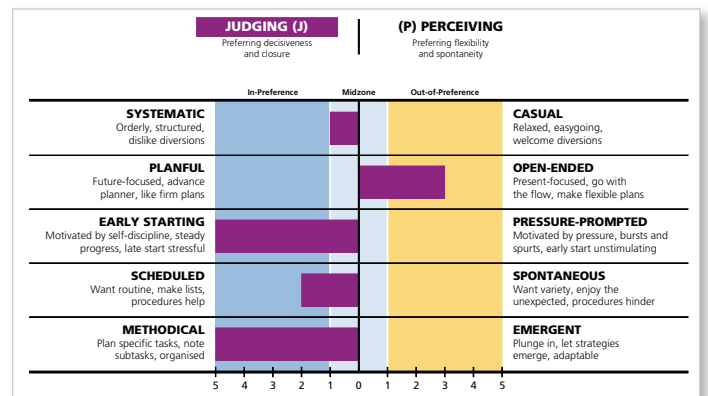
- > Includes a short recap of a person's Step I type, meaning you can start any MBTI development with this report
- > Displays results on each of the 20 facets in a clear, graphical way
- > Explains the concepts of in-preference facet results and out-of-preference scores, describing the implications for how the person expresses their type
- > Applies the results to improving communication, making better decisions, managing change and dealing with conflict, giving clear, actionable steps for development
- > Helps resolve Step I type dilemmas

#### Step II User's Guide

This indispensable user's manual will enhance your work with clients, guiding you through administering and interpreting the MBTI Step II for maximum results. It provides useful facts, new perspectives on personality type and detailed practical advice.

*Find out more about the 20 Step II facets by visiting our website.*

Ever wondered how an 'Imaginative' ISTJ is different to a 'Practical' INTJ? Step II will give you the answer!



“ We chose the Step II instrument because it gives the partners something new. It gives people more insight into their behaviours. ”

Nicki Jefferies, Regional HR Director, Ernst & Young

### Language availability

OPP provides MBTI assessments and reports in many languages, and is continually expanding this availability. Please visit [www.opp.eu.com/languages](http://www.opp.eu.com/languages) for details.

### Step II qualification training

Successful delivery and the provision of feedback on MBTI Step II assessments requires a foundation level of knowledge and support. MBTI Step II practitioner training is a pre-requisite for purchasing and using MBTI reports. You must be Step I qualified.

#### 2 days > MBTI Step II Qualifying Programme

For qualified Step I practitioners.

This workshop includes a day on team applications of Step II